

HSD UIR Meeting 9/20/04

- I. **Attendance:** Julie Nelson, David Berrian, Christine, Erica Tucker, Ward Urion, Monica Anderson, Kathryn Nelson, Beverly Wong

II. **Overview of HSD UIR**

- a. Group of people got together with People's Institute Northwest ten years ago in order to deal with racism. The group formed after attending UIR training.
- b. Over the years, this has allowed discussion of institutional racism.

III. **HSD Anti-Racism Training**

- a. Facilitators
 - i. Last week column was in Musings to get facilitators.
 - ii. Training will show the video *Race: The Power of Illusion*, and use curriculum developed with the help of Benita Horn.
 - iii. Want up to 40 skilled facilitators, must attend training Oct 20 all day and Oct 21 morning.
 - iv. Contact Julie Nelson if interested in facilitating.
- b. Survey
 - i. Consultant asked for organizational assessment to guide curriculum.
 - ii. Many were involved in developing the survey.

IV. **Successes and Setbacks**

- a. Failures
 - i. Movement on national scale was strong in beginning because people recognized elements and support of white colleagues to join effort.
 - ii. After Sep 11, group failed to diversify and support concerns of groups that weren't represented in UIR (e.g. religious groups)
 - iii. Previous leadership was heroic and personal and leadership lacked after she left.
 - iv. Major obstacle is how to mobilize and engage people of color, to help them speak. Best vehicle is to use city services.
- b. Successes
 - i. UIR is a family and place to share feelings.
 - ii. Regionwide broadening and exposing to institutional racism and its role in oppression.
 - iii. Work has impacted entire community.
 - iv. UIR training provided analysis for set of values or way of thinking, connected to others.
 - v. Through efforts, school district sent board members (mainly white men) through training.
 - vi. Success is not about measurement, but trust and building supportive environment. If continue to confine to physical results, doesn't measure invisible shifts, yet these invisible shifts are what really drive expansion of work with the region.

NEXT MEETING: Oct 4, Noon, 13th Floor Conf. Room